International Labour Conference
83rd Session 1996

Report III
(Parts 1, 2 and 3)

# Summary of Reports

**(Articles 19, 22 and 35 of the Constitution)**

International Labour Office Geneva

International Labour Conference
83rd Session 1996

Report III
(Parts 1, 2 and 3)

Third item on the agenda:
Information and reports on the application
of Conventions and Recommendations

# Summary of reports

(articles 19, 22 and 35 of the Constitution)

International Labour Office Geneva

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PART 1

**Summary of reports on ratified Conventions**
(articles 22 and 35 of the Constitution)

## INTRODUCTION

Article 22 of the Constitution of the International Labour Organization provides that "each of the Members agrees to make an annual report to the International Labour Office on the measures which it has taken to give effect to the provisions of the Conventions to which it is a party. These reports shall be made in such form and shall contain such particulars as the Governing Body may request." Article 23 of the Constitution provides that the Director-General shall lay before the next meeting of the Conference a summary of the reports communicated to him by Members in pursuance of article 22, and that each Member shall communicate copies of these reports to the representative organizations of employers and workers.

At its 204th Session (November 1977), the Governing Body approved the following arrangements for the presentation by the Director-General to the Conference of summaries of reports submitted by governments under article 22 of the Constitution:

(a) the practice of tabular classification of reports, without summary of their contents, which for a number of years had been followed in respect of reports subsequent to first reports after ratification, should be applied to all reports, including first reports;

(b) the Director-General should make available, for consultation at the Conference, the original texts of all reports on ratified Conventions received; in addition, photocopies of those reports should be supplied on request to members of delegations.

Requests for consultation or copies of reports may be addressed to the secretariat of the Committee on the Application of Conventions and Recommendations.

The present summary refers to reports due between 1 June and 1 September 1995.

The report of the Committee of Experts on the Application of Conventions and Recommendations, which examines the reports submitted under article 22 of the Constitution, is communicated separately to the Conference as Report III (Part 4A).

## SUMMARY OF REPORTS RECEIVED ON THE APPLICATION OF RATIFIED CONVENTIONS

**A**. First reports after ratification of the Convention concerned.

**B**. Reports containing information on important changes in the implementation of Conventions, or information supplied in reply to observations or direct requests made by the Committee of Experts.

**C**. Reports containing information on the practical effect given to Conventions, or on minor changes in their implementation.

**D**. Reports merely repeating or referring to the information previously supplied.

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| Afghanistan | | 139 | | |
| Algeria | | 13, 44, 77, 78, 94, 95, 105, 111, 122 | 14, 24, 56, 87, 150 | 11, 71, 97, 101 |
| Angola | | | 98 | |
| Antigua and Barbuda | | 29, 81 | 87, 111, 138 | 11, 12, 14, 94, 101, 105 |
| Argentina | | 1, 34, 35, 36, 95 | 87 | 105 |
| Australia | 92, 133, 135, 158 | 111, 122 | 98, 144 | |
| *Norfolk Island* | 160 | 122 | 98 | 105 |

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| Austria | | 26, 81, 94, 98, 111, 122 | 95, 144 | 103, 105 |
| Azerbaijan | 87, 95 | 148 | | |
| Bahamas | | 11, 14, 81, 144 | 5, 10, 95, 98 | 7, 12, 19, 22, 45 |
| Bangladesh | | 81, 98, 105, 111, 144 | | |
| Barbados | | 29, 81, 87, 98, 100, 105, 122, 144 | | 90, 94, 95, 97, 111, 115 |
| Belarus | 150 | | 98 | |
| Belgium | 140 | 81, 111 | 17, 18, 19, 98, 144, 151 | |
| Benin | | 105 | 98, 111 | |
| Brazil | 136, 168 | 42, 94, 111, 147, 160 | 98, 117, 152, 154 | 89 |
| Bulgaria | | 9, 17, 24, 25, 34, 44, 52, 95, 106, 111 | 14 | 8, 11, 22, 23, 45, 55, 56, 71, 77, 78, 94, 124 |
| Burkina Faso | | 6, 18, 81, 111 | 11, 98, 135 | 14, 41 |
| Cameroon | | 106, 122 | 77, 87 | 11, 14, 94, 95, 97, 111, 143 |
| Canada | 147 | | | |
| Cape Verde | | 81, 111 | | 105 |
| Central African Republic | | 29, 41, 52, 81, 94, 105 | 2, 5, 18, 33, 87, 95, 100, 111, 118, 119 | 6, 8, 11, 13, 19, 88, 101 |

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| Chad | | 6, 29, 81 | | |
| Chile | | 111, 122 | | |
| Colombia | | 105, 111, 160 | 17, 24, 25, 81, 98 | 3, 12 |
| Comoros | | 14, 26, 52, 95, 99 | | 77, 78, 101, 105 |
| Congo | | 149, 150 | 87 | 11, 14, 152 |
| Costa Rica | | 1, 14, 81, 89, 90, 94, 101, 105, 111, 130, 145, 150 | 98, 117, 141, 159 | 106, 114, 134 |
| Côte d'Ivoire | 96 | 81, 105, 111, 136, 144 | 98 | |
| Croatia | | 111 | 8, 98 | |
| Cuba | | 81, 105, 111 | 98 | |
| Cyprus | | 44, 81, 105, 111, 114, 122, 152 | 95 | |
| Czech Republic | 95, 167 | 148 | | 42 |
| Denmark | 163 | 81, 111 | 52, 98, 144 | 105 |
| *Faeroe Islands* | | | | 98, 105 |
| *Greenland* | | 14, 122 | | 11, 105 |
| Djibouti | | 81 | | 98 |

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| Dominica | | 16, 29, 81 | 87 | 11, 14, 22, 26, 94, 95, 97, 105, 108, 111, 138 |
| Dominican Republic | 8 | 45, 81, 88, 95, 105, 111, 171 | | 12, 19, 98 |
| Ecuador | | 81, 105, 110, 111, 115, 144 | 98, 118 | 103 |
| Egypt | | 81, 105, 106, 111 | 17 | 98 |
| El Salvador | 144 | 105, 159 | | |
| Estonia | | | 98 | |
| Ethiopia | | 96, 111 | 155 | 156, 158 |
| Fiji | | 98 | | 8 |
| Finland | | 81, 98, 111 | 144 | 105 |
| France | | 29, 96, 106, 115, 159 | | 52, 77, 78, 144 |
| *Fr. Southern and Antarctic Territories* | | 111 | | |
| *French Guiana* | | | | 14, 52, 106, 115 |
| *French Polynesia* | | 29, 95, 111, 115, 122 | 19 | 44, 105, 106 |
| *Guadeloupe* | | | | 14, 52, 106, 115 |
| *Martinique* | | | | 14, 52, 106, 115 |

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| *New Caledonia* | | 122 | 44 | |
| *Réunion* | | | | 14, 52, 106, 115 |
| *St Pierre and Miquelon* | | | | 14, 52, 106, 115 |
| Gabon | | 52, 87, 95, 100, 124, 144, 158 | 106, 111, 150 | 6, 12, 14, 41, 45, 101 |
| Germany | 148, 162, 167 | 111, 115, 150 | | 105, 144 |
| Ghana | | 105 | 98 | 148 |
| Greece | | 95, 98, 111, 115, 150, 160 | | |
| Grenada | | 29, 81, 95, 105 | | 8 |
| Guatemala | | 13, 59, 94, 95, 105, 111, 117, 122, 138, 162, 167 | 77, 78, 87, 98, 106, 124, 141, 161 | 11, 14, 101, 103, 114 |
| Guinea-Bissau | | 17, 29, 81, 88, 100, 105, 111 | 18, 98 | 6, 12, 14, 19, 89, 106 |
| Guyana | | 81, 111 | | 98, 105 |
| Honduras | | | 42, 95 | 81, 98, 105, 111 |
| Hungary | 105 | 111 | 24, 145 | |
| Iceland | 139 | 98, 122, 155 | 144, 159 | 105 |
| India | 160 | 111 | | |

| COUNTRY | A<br>Conventions Nos | B<br>Conventions Nos | C<br>Conventions Nos | D<br>Conventions Nos |
|---|---|---|---|---|
| Indonesia | | 29 | | |
| Iran, Islamic Republic of | | 95, 111, 122 | 14 | |
| Iraq | | 111 | | 8 |
| Ireland | | 29, 98, 105 | 44, 81 | |
| Israel | | 105, 111 | | 118 |
| Italy | | 14, 71, 81, 105, 106, 111, 132, 145, 150 | 94, 95, 98, 117, 118, 135 | 44 |
| Jamaica | | 81, 105 | 87, 98, 111 | 8, 11, 58, 94, 97 |
| Japan | 159 | 87, 115, 122 | | 22 |
| Jordan | | | 98, 111 | |
| Kenya | | 81, 88, 105 | 98, 144 | |
| Korea, Republic of | 73, 81 | | | |
| Kuwait | | 29, 106, 111, 117 | 87 | |
| Kyrgyzstan | 77, 78, 95, 124 | | 14, 23, 106, 115 | |
| Lao People's Democratic Republic | | 4, 6 | | |
| Latvia | 81, 105, 106, 108, 115, 119, 120, 148, 150 | 100 | | |

| COUNTRY | A<br>*Conventions Nos* | B<br>*Conventions Nos* | C<br>*Conventions Nos* | D<br>*Conventions Nos* |
|---|---|---|---|---|
| Lebanon | 8, 71, 73 | 14, 52, 59, 78, 95, 105, 106, 111, 115, 122 | 77, 133 | |
| Lesotho | | 45, 98 | 5, 14 | 11, 87 |
| Libyan Arab Jamahiriya | | 29, 53, 88, 105, 138 | 98, 100 | 103, 118, 122 |
| Luxembourg | | 77, 78 | | 98 |
| Madagascar | | 29, 81, 120, 127, 132 | 119, 124 | 14 |
| Malawi | | 81, 100, 111, 159 | 98, 144 | 97 |
| Malaysia | | 11, 81, 88, 98 | 19 | |
| *Sabah* | | | 94 | |
| *Sarawak* | | | 94 | |
| Mali | | 81, 105 | | 98 |
| Malta | 73 | 81, 111 | | 98 |
| Mauritania | | 81, 111 | 95, 118 | |
| Mauritius | | 81, 105 | 98 | |
| Mexico | 170 | 96 | | 105 |
| Mongolia | | 111, 122 | 98 | |
| Mozambique | | 81, 88, 105 | 17, 100, 111 | 11, 14, 18 |
| Nepal | | 100, 111 | 14 | |

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| Netherlands | 96 | 81, 115, 122, 145, 155, 160 | 140, 144, 150 | 94, 95 |
| *Netherlands Antilles* | | 81 | | |
| New Zealand | | 81, 105, 111, 144 | | |
| *Tokelau* | | | 111 | 105 |
| Nicaragua | | 105, 111, 144 | 8, 98 | |
| Niger | | 95 | 111, 119 | 87 |
| Nigeria | | 81, 100, 105 | 87 | 98 |
| Norway | 163, 170 | 81 | 98, 144 | |
| Pakistan | | 18, 29, 59, 87, 95, 98, 105, 111 | 32 | 14, 87, 106 |
| Panama | | 22, 52, 56, 68, 73, 87, 92, 94, 105, 111, 117, 122 | | |
| Paraguay | | 52, 87, 95, 105, 115, 117 | 14, 77, 98, 106, 111 | 78, 101 |
| Peru | | 1, 22, 55, 56, 105 | 98 | 20 |
| Philippines | | 105, 111 | 98, 144, 159 | |
| Poland | | 8 | 24, 25, 98, 105 | |
| Portugal | | 81 | 8, 98 | 105 |

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| Romania | | 81, 98, 111 | 138 | |
| Rwanda | 132 | 81, 94 | 87, 118, 135 | 11, 14, 17, 19, 42 |
| Saudi Arabia | | 29, 81, 105, 111 | | |
| Senegal | | 105 | | |
| Sierra Leone | | 29, 81, 105, 111 | 17, 26, 99, 125 | 8, 59 |
| Singapore | | 29, 81 | 98 | |
| Slovakia | 111, 155, 167 | 12, 98, 115, 148 | 17, 18, 42 | |
| Slovenia | 140, 158 | 81, 111, 122 | 98, 106 | |
| South Africa | | 19 | 42 | |
| Spain | | 14, 96, 111, 117, 132, 144, 158, 165 | 23, 55, 87, 98 | |
| Sri Lanka | | 29 | 103 | |
| Sudan | | 105, 111 | | |
| Suriname | | 81, 105 | 118, 144 | |
| Sweden | | 122, 168 | 143, 145, 150 | 8, 105 |
| Switzerland | | 81, 111 | | 105 |
| Syrian Arab Republic | | 96, 106, 115 | 95, 98, 117 | 19, 88, 101, 118 |

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| Tajikistan | 77, 78, 87, 95, 111, 122, 124 | | 14, 23, 52, 106, 115 | |
| Tanzania, United Republic of | | 144 | 98 | |
| *Tanganyika* | | | 81 | |
| *Zanzibar* | | | 17 | |
| Thailand | | 105 | | |
| Togo | | | 111, 144 | 98 |
| Trinidad and Tobago | | 105, 111 | 87, 98 | |
| Tunisia | | 8, 29, 81, 105, 111 | 98 | 55 |
| Turkey | 123 | 105, 111, 122 | 42 | |
| Uganda | | 29, 105 | 11 | 94, 95 |
| Ukraine | 2 | 115, 122 | 23, 87, 98 | 14, 106 |
| United Arab Emirates | | | 135 | |
| United Kingdom | | 105, 144 | 135 | 82 |
| *Anguilla* | | | | 98, 105 |
| *Bermuda* | | | 82 | 23, 94, 98, 105 |
| *British Virgin Islands* | | 94 | | 14, 23, 82, 98, 105 |

| COUNTRY | A<br>*Conventions Nos.* | B<br>*Conventions Nos.* | C<br>*Conventions Nos.* | D<br>*Conventions Nos.* |
|---|---|---|---|---|
| *Falkland Islands (Malvinas)* | | | 98 | 14, 23, 105 |
| *Gibraltar* | | 81 | | 23, 82, 98, 105, 150 |
| *Guernsey* | | 81, 98, 122 | | 22, 105, 150 |
| *Hong Kong* | 160 | 81, 98, 122 | | |
| *Isle of Man* | 160 | 81, 98, 122 | | 105 |
| *Jersey* | | 81 | | 98, 105 |
| *Montserrat* | | | 87 | 98, 105 |
| *St. Helena* | | | | 98, 105 |
| United States | | 160 | 105, 144 | |
| Uruguay | | 81, 105, 111, 122 | 98, 144 | |
| Venezuela | | 29, 81, 111 | 97, 98 | 105 |
| Viet Nam | 124, 155 | | | |
| Yemen | | 81, 105 | | |
| Zambia | | 29, 45, 89, 105, 144, 159 | 111 | |

PART 2

## Summary of reports on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

(article 19 of the Constitution)

## INTRODUCTION

Article 19 of the Constitution of the International Labour Organization provides that Members shall "report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body" on the position of their law and practice in regard to the matters dealt with in unratified Conventions and Recommendations. The obligations of Members as regards Conventions are laid down in paragraph 5(e) of the above-mentioned article. Paragraph 6(d) deals with Recommendations, and paragraph 7(a) and (b) deals with the particular obligations of federal States. Article 23 of the Constitution provides that the Director-General shall lay before the next meeting of the Conference a summary of the reports communicated to him by Members in pursuance of article 19, and that each Member shall communicate copies of these reports to the representative organizations of employers and workers.

Pursuant to the above-mentioned provisions, the Governing Body selects each year the instruments on which Members are requested to supply reports. Since 1950 the summaries of these reports have been submitted each year to the Conference.

At its 218th Session (November 1981), the Governing Body decided to discontinue the publication of summaries of reports on unratified Conventions and on Recommendations and to publish only a list of reports received, on the understanding that the Director-General would make available for consultation at the Conference the originals of all reports received and that copies of reports would be available to members of delegations on request.

Requests for consultation or copies of reports may be addressed to the secretariat of the Committee on the Application of Conventions and Recommendations.

The reports which are listed below refer to the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

The governments of member States were requested to send their reports to the International Labour Office by 30 June 1995.

The report of the Committee of Experts on the Application of Conventions and Recommendations, which will be submitted to the Conference at its 83rd Session (1996), will include a general survey on the reports on the above-mentioned Conventions (Report III, Part 4B).

**List of the 52 ILO member States which have been asked to submit reports on the Discrimination (Employment and Occupation ) Convention, 1958 (No. 111)**
***(Article 19 of the Constitution)***

| Member States | Report received | Report not received |
|---|---|---|
| Albania | | X |
| Bahamas | X | |
| Bahrain | X | |
| Belize | X | |
| Botswana | X | |
| Cambodia | | X |
| China | X | |
| Comoros | | X |
| Congo | | X |
| Djibouti | | X |
| El Salvador | X | |
| Equatorial Guinea | | X |
| Eritrea | | X |
| Estonia | X | |
| Fiji | | X |
| Georgia | | X |
| Grenada | | X |
| Indonesia | | X |
| Ireland | X | |
| Japan | X | |
| Kazakstan | | X |
| Kenya | X | |
| Korea, Republic of | X | |
| Lao People's Democratic Republic | X | |
| Lesotho | | X |
| Luxembourg | X | |

| Member States | Report received | Report not received |
|---|---|---|
| Malaysia | X | |
| Mauritius | X | |
| Moldova, Republic of | | X |
| Myanmar | X | |
| Namibia | X | |
| Nigeria | | X |
| Oman | | X |
| Papua New Guinea | | X |
| Seychelles | | X |
| Singapore | | X |
| Solomon Islands | | X |
| South Africa | X | |
| Sri Lanka | X | |
| Suriname | X | |
| Tanzania, United Republic of | X | |
| Thailand | X | |
| The former Yugoslav Republic of Macedonia | | X |
| Turkmenistan | | X |
| Uganda | X | |
| United Arab Emirates | X | |
| United Kingdom | X | |
| United States | X | |
| Uzbekistan | X | |
| Viet Nam | X | |
| Zaire | X | |
| Zimbabwe | | X |
| **TOTAL: 52** | **29** | **23** |

**Note**: In addition, a total of 11 reports have been received, under article 19 of the Constitution, in respect of the following non-metropolitan territories: **United Kingdom** (Anguilla, Bermuda, British Virgin Islands, Falkland Islands (Malvinas), Gibraltar, Guernsey, Hong Kong, Isle of Man, Jersey, Montserrat, St. Helena).

PART 3

## Summary of information relating to the submission to the competent authorities of Conventions and Recommendations adopted by the International Labour Conference

(article 19 of the Constitution)

## INTRODUCTION

Article 19 of the Constitution of the International Labour Organization prescribes, in paragraphs 5, 6 and 7, that Members shall bring the Conventions and Recommendations adopted by the International Labour Conference before the competent authorities within a specified period. Under the same provisions the governments of member States shall inform the Director-General of the International Labour Office of the measures taken to submit the Conventions and Recommendations to the competent authorities, and also communicate particulars of the authority or authorities regarded as competent, and of the action taken by them.

In accordance with article 23 of the Constitution a summary of the information communicated in pursuance of article 19 is submitted to the Conference. The present summary contains information relating to the submission to the competent authorities of the Convention and Recommendation adopted by the Conference at its 81st Session held in Geneva from 7 to 24 June 1994.

The period of one year provided for the submission to the competent authorities of the instruments in question expired on 24 June 1995 and the period of 18 months on 24 December 1995.

The present report also contains a summary of additional information relating to the submission to the competent authorities of the Conventions and Recommendations adopted by the Conference at its 31st to 80th Sessions (1948 to 1993). The information summarized in this report consists of communications which were forwarded to the Director-General of the International Labour Office after the close of the 82nd Session of the Conference and which could not, therefore, be laid before the Conference at that session.

The report of the Committee of Experts on the Application of Conventions and Recommendations, which examines the information submitted under article 19 of the Constitution, is communicated separately to the Conference as Report III (Part 4A).

## List of instruments adopted by the Conference at its 70th to 81st Sessions

*70th Session (1984)*

Employment Policy (Supplementary Provisions) Recommendation (No. 169).

*71st Session (1985)*

Labour Statistics Convention (No. 160);
Occupational Health Services Convention (No. 161);
Labour Statistics Recommendation (No. 170);
Occupational Health Services Recommendation (No. 171).

*72nd Session (1986)*

Asbestos Convention (No. 162);
Asbestos Recommendation (No. 172).

*73rd Session (1987)*

The Conference did not adopt any Conventions or Recommendations at this session.

*74th (Maritime) Session (1987)*

Seafarers' Welfare Convention (No. 163);
Health Protection and Medical Care (Seafarers) Convention (No. 164);
Social Security (Seafarers) (Revised) Convention (No. 165);
Repatriation of Seafarers (Revised) Convention (No. 166);
Seafarers' Welfare Recommendation (No. 173);
Repatriation of Seafarers Recommendation (No. 174).

*75th Session (1988)*

Safety and Health in Construction Convention (No. 167);
Employment Promotion and Protection against Unemployment Convention (No. 168);
Safety and Health in Construction Recommendation (No. 175);
Employment Promotion and Protection against Unemployment Recommendation (No. 176).

*76th Session (1989)*

Indigenous and Tribal Peoples Convention (No. 169).

*77th Session (1990)*

Chemicals Convention (No. 170);
Night Work Convention (No. 171);
Chemicals Recommendation (No. 177);
Night Work Recommendation (No. 178).

*78th Session (1991)*

Working Conditions (Hotels and Restaurants) Convention (No. 172);
Working Conditions (Hotels and Restaurants) Recommendation (No. 179).

*79th Session (1992)*

Protection of Workers' Claims (Employer's Insolvency) Convention (No. 173);
Protection of Workers' Claims (Employer's Insolvency) Recommendation (No. 180).

*80th Session (1993)*

Prevention of Major Industrial Accidents Convention (No. 174);
Prevention of Major Industrial Accidents Recommendation (No. 181).

*81st Session (1994)*

Part-Time Work Convention (No. 175);
Part-Time Work Recommendation (No. 182).

## Summary of information relating to the submission to the competent authorities of the Conventions and Recommendations adopted by the International Labour Conference at its 81st Session (Geneva, 1994) and supplementary information on the texts adopted at its 31st to 80th Sessions (1949-93)

*Australia*. The instruments adopted at the 81st Session of the Conference were submitted to the federal Parliament on 7 June 1995. Conventions Nos. 69, 73 (28th Session) and 166 (74th Session) were ratified on 29 August 1995.

*Bahamas*. The instruments adopted at the 81st Session of the Conference have been submitted to the competent authorities.

*Bangladesh*. The instruments adopted at the 70th, 71st, 72nd, 74th, 75th, 76th, 77th (Convention No. 171 and Recommendation No. 178) and 80th Sessions of the Conference have been submitted to the competent authority.

*Barbados*. The instruments adopted at the 81st Session of the Conference were submitted to Parliament on 8 August 1995.

*Belarus*. The instruments adopted at the 81st Session of the Conference have been submitted to the Council of Ministers and to the Supreme Soviet of the Republic. Conventions Nos. 81 (30th Session), 88 (31st Session) and 105 (40th Session) were ratified on 25 September 1995.

*Cape Verde*. The instruments adopted at the 81st Session of the Conference have been submitted to the National Assembly. Ratification of Convention No. 87 (31st Session) has been authorized.

*Côte d'Ivoire*. The instruments adopted at the 81st Session of the Conference have been submitted to the competent authority.

*Cyprus*. The instruments adopted at the 80th and 81st Sessions of the Conference have been submitted to the competent authority. Conventions Nos. 23 (9th Session), 92 (32nd Session) and 147 (62nd Session) were ratified on 19 September 1995.

*Denmark*. The instruments adopted at the 81st Session of the Conference have been submitted to Parliament. Conventions Nos. 155 (67th Session) and 167 (75th Session) were ratified on 10 July 1995.

*Egypt*. The instruments adopted at the 81st Session of the Conference were submitted to the competent authority on 22 July 1995.

*Ethiopia*. The instruments adopted at the 81st Session of the Conference were submitted to the competent authority on 16 November 1994.

*Gabon*. The instruments adopted at the 80th and 81st Sessions of the Conference have been submitted to the competent authority.

*Indonesia*. The instruments adopted at the 81st Session of the Conference were submitted to the competent authority on 4 September 1995.

*Iceland*. The instruments adopted at the 81st Session of the Conference were submitted to Parliament on 22 February 1995.

*Iran, Islamic Republic of*. The instruments adopted at the 81st Session of the Conference were submitted to the competent authorities on 18 December 1994.

*Italy*. The instruments adopted at the 78th, 79th, 80th and 81st Sessions of the Conference have been submitted to the competent authority.

*Japan*. The instruments adopted at the 81st Session of the Conference were submitted to Parliament on 9 June 1995. Convention No. 156 (67th Session) was ratified on 9 June 1995.

*Kenya*. The instruments adopted at the 65th to the 80th Sessions of the Conference have been submitted to the competent authority.

*Korea, Republic of*. The instruments adopted at the 81st Session of the Conference were submitted to the National Assembly on 21 July 1995.

*Kuwait*. The instruments adopted at the 75th (Convention No. 168 and Recommendation No. 176) and 81st Sessions of the Conference have been submitted to the competent authority.

*Lao People's Democratic Republic*. The instruments adopted at the 48th, 49th, 50th, 51st, 52nd, 53rd, 54th, 55th, 56th, 58th, 59th, 60th, 61st, 62nd, 63rd, 64th, 65th, 80th and 81st Sessions of the Conference have been submitted to the competent authority.

*Luxembourg*. The instruments adopted at the 81st Session of the Conference were submitted to the Chamber of Deputies on 6 April 1995.

*Malawi*. The instruments adopted at the 55th (Recommendations Nos. 137, 138, 139, 140, 141 and 142), 56th (Recommendation No. 144), 58th (Recommendations Nos. 145 and 146), 59th (Recommendations Nos. 147 and 148), 60th (Convention No. 143 and Recommendations Nos. 149, 150 and 151), 62nd (Convention No. 145 and Recommendations Nos. 153, 154 and 155), 63rd (Recommendation No. 156), 64th (Recommendations Nos. 158 and 159), 65th (Recommendations Nos. 160 and 161), 66th, 67th (Recommendations Nos. 163, 164 and 165), 69th (Recommendation No. 167), 70th (Recommendation No. 169), 71st (Recommendations Nos. 170 and 171), 72nd (Recommendation No. 172), 74th (Recommendations Nos. 173 and 174), 75th (Recommendations Nos. 175 and 176), 76th, 77th, 78th, 79th, 80th and 81st Sessions of the Conference have been submitted to the competent authority.

*New Zealand*. The instruments adopted at the 81st Session of the Conference were submitted to the House of Representatives on 7 June 1995.

*Nicaragua*. The instruments adopted at the 81st Session of the Conference have been submitted to the National Assembly.

*Norway*. The instruments adopted at the 81st Session of the Conference were submitted to Parliament.

*Pakistan*. The instruments adopted at the 75th to 80th Sessions of the Conference have been submitted to the competent authority.

*Panama*. The instruments adopted at the 80th and 81st Sessions of the Conference have been submitted to the competent authority.

*Philippines*. The instruments adopted at the 81st Session of the Conference were submitted to the competent authorities on 24 and 26 May 1995.

*Poland*. The instruments adopted at the 81st Session of the Conference were submitted to Parliament on 6 October 1994. Conventions Nos. 81 (30th Session), 129 (53rd Session) and 147 (62nd Session) were ratified on 2 June 1995.

*Romania*. The instruments adopted at the 79th and 81st Sessions of the Conference have been submitted to the competent authority.

*Russian Federation*. The instruments adopted at the 81st Session of the Conference have been submitted to the competent authority.

*San Marino*. The instruments adopted at the 80th and 81st Sessions of the Conference were submitted to Parliament on 12 September 1995.

*Saudi Arabia*. The instruments adopted at the 81st Session of the Conference have been submitted to the Council of Ministers.

*Singapore*. The instruments adopted at the 81st Session of the Conference were submitted to Parliament on 16 March 1995.

*Slovakia*. The instruments adopted at the 81st Session of the Conference have been submitted to the competent authorities.

*Sri Lanka*. The instruments adopted at the 75th, 76th, 77th and 78th Sessions of the Conference were submitted to Parliament on 14 July 1995. Convention No. 110 (42nd Session) was ratified on 24 April 1995, and Convention No. 87 (31st Session) was ratified on 15 September 1995.

*Togo*. The instruments adopted at the 80th and 81st Sessions of the Conference have been submitted to the competent authority.

*Tunisia*. The instruments adopted at the 81st Session of the Conference were submitted to the Chamber of Deputies on 10 October 1994.

*Turkey*. The instruments adopted at the 81st Session of the Conference were submitted to the competent authority on 18 December 1994.

*Ukraine*. The instruments adopted at the 81st Session of the Conference have been submitted to the competent authorities.

*United Arab Emirates*. The instruments adopted at the 80th and 81st Sessions of the Conference were submitted to the competent authorities on 23 July 1995.

*United States*. The instruments adopted at the 81st Session of the Conference have been submitted to the competent authority.

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